

Teachers Health Trust

The Teachers Health Trust (Trust) has a working relationship with the Clark County School District (CCSD) dating back to 1983. Up until 2011, the two groups worked well together to provide excellent health benefits to all licensed teachers in Clark County. Numerous discussions took place between the groups to discuss the implementation of new benefits and the curtailment of others. At no time was the subject of benefits or dependent premiums the subject of collective bargaining. CCSD made regular increases in the amount it contributed towards teachers' health insurance benefits until July 1, 2008, at which time these increases ceased. The Trust has not increased its premiums for teachers or their dependents since 2002. It is doubtful whether any other public employee health plan in Nevada can make the same factual statement.

Health care costs have increased in excess of 30% since July 1, 2008 yet the Trust has not received any additional revenue from CCSD. Recently, the Trust increased the portion of the premiums that teachers must pay themselves by \$5 or \$8 per paycheck per insured person, depending on the plan in which they are enrolled and changed the copay structure on the most expensive prescription drugs. These nominal increases were designed to provide the Trust with additional funds to pay the inflationary costs being incurred by teachers in accessing their benefits. Up until 2011, it was not the practice of CCSD to interfere with the operations of the Trust or to question its decisions in providing benefits or obtaining funds in order to carry out its programs. However, without notice, all of that changed last year and now CCSD wants to hide behind contractual provisions that it has chosen to ignore in the past and is demanding that the plan changes be the subject of collective bargaining (as set forth in the Memo from CCSD yesterday). This is entirely inconsistent with CCSD's past practice of having informal discussions regarding your health benefits and leaving the business of providing those benefits to the Trust. CCSD's actions are not only damaging to the financial stability of the Trust, but they are a direct assault on the ability of teachers to receive the health benefits to which they are entitled, either by law, by contract or because it is the right thing to do.

Your voices need to be heard by CCSD's Board of Trustees. The Trust is here to serve you but CCSD's change in attitude toward your benefits makes our mission difficult to carry out.

Thank you for your continuing support.

Peter Alpert
Chief Executive Officer
Teachers Health Trust

